Transforming care practices: Re-imagining the nurse’s role in long-term care

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- LTC, Medicare, AL, ADH, ILC
- Traditional design & construction
- LTC remodel in mid-'90s and adoption of resident-directed care philosophy
- Focus on relationships & knowing the person
Nursing & culture change

• What does professional nursing practice look like?

• How does professional nursing practice relate to culture change?

• Why can it be hard for nurses to embrace culture change?

• [How] can we get there from here? (Marilyn will answer.)
Acknowledgements

• Work of Charlotte Eliopoulous
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• Other colleagues: Chris Mueller, Elena Siegel, Mary Ellen Dellefield
• Other presenters at today’s workshop
Culture change principles

• Person/resident-directed
• Values are autonomy, choice, dignity
• Balance of quality of life and length of life
Culture change & nursing: common goals & values

- Concerned with care of the whole person
- Importance of and interaction with the environment
- High value placed on resident self-determination
- Return to nursing origins: providing nursing care in the person’s own home
How can home health nursing provide a guide for LTC?

This is the resident’s home, so resident is in charge

– chooses which interventions s/he wants
– chooses time and conditions for interventions
– can change her/his mind
– fully empowered to make decisions about own care
How can home health nursing provide a guide for LTC?

Nurse is visitor (though stays longer than a home health nurse)

- respects privacy
- wears street clothes
- most important role is education for informed self-care
- respectful of right to make “bad” choices
Goals of nursing care in culture change

Success is measured in terms of whether resident goals for care and quality of life are met.
Why is this type of nursing so challenging for nurses in LTC?

- Confidence in and comfort of routines
- Industry and leadership emphasis on regulatory compliance
- Lack of preparation for non-institutional roles at LPN and ADN education levels
Why is this type of nursing so challenging for nurses in LTC?

Nursing education often emphasizes:
- technical proficiency
- nursing process for clinical outcomes of interest to us
- importance of “compliance” or adherence to prescribed regimens
Why is this type of nursing so challenging for nurses in LTC?

Leadership view of nursing

• View nursing as a set of tasks, rather than knowledge work; nurses aren’t skilled at explaining their work

• unaware of content of nursing education programs

• without guidance from nurses, should not be expected to understand why nurses struggle with culture change
What can we do?

How can we help nurses

• expand their view of what is possible?

• re-balance time and effort focusing on physical, psychosocial, spiritual health?

• work in partnership with residents to identify and meet goals?
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REFERENCES

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